

**EXHIBIT 1609 TO  
CISNEROS DECLARATION IN  
SUPPORT OF PLAINTIFFS'  
SUPPLEMENTAL MOTION FOR  
CLASS CERTIFICATION  
[ECF NO. 418-2]  
REDACTED VERSION**

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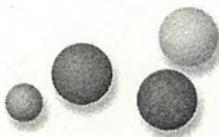


## Salary Planning 2007 Presentation to Engineering Directors

29 October 2007

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Authors: Frank Wagner, Tiffany Wu



## Agenda

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- Google's compensation philosophy & background
- Improvements vs. last salary planning cycle
  - Design
  - Process & tools
- Salary planning approach
  - [REDACTED]
  - [REDACTED]
  - [REDACTED]
  - [REDACTED]
- Appendix: Business rules for 2007 Salary Planning cycle
- Q&A

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## Google's compensation philosophy

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**Google strives to pay Googlers in ways that support three main objectives:**

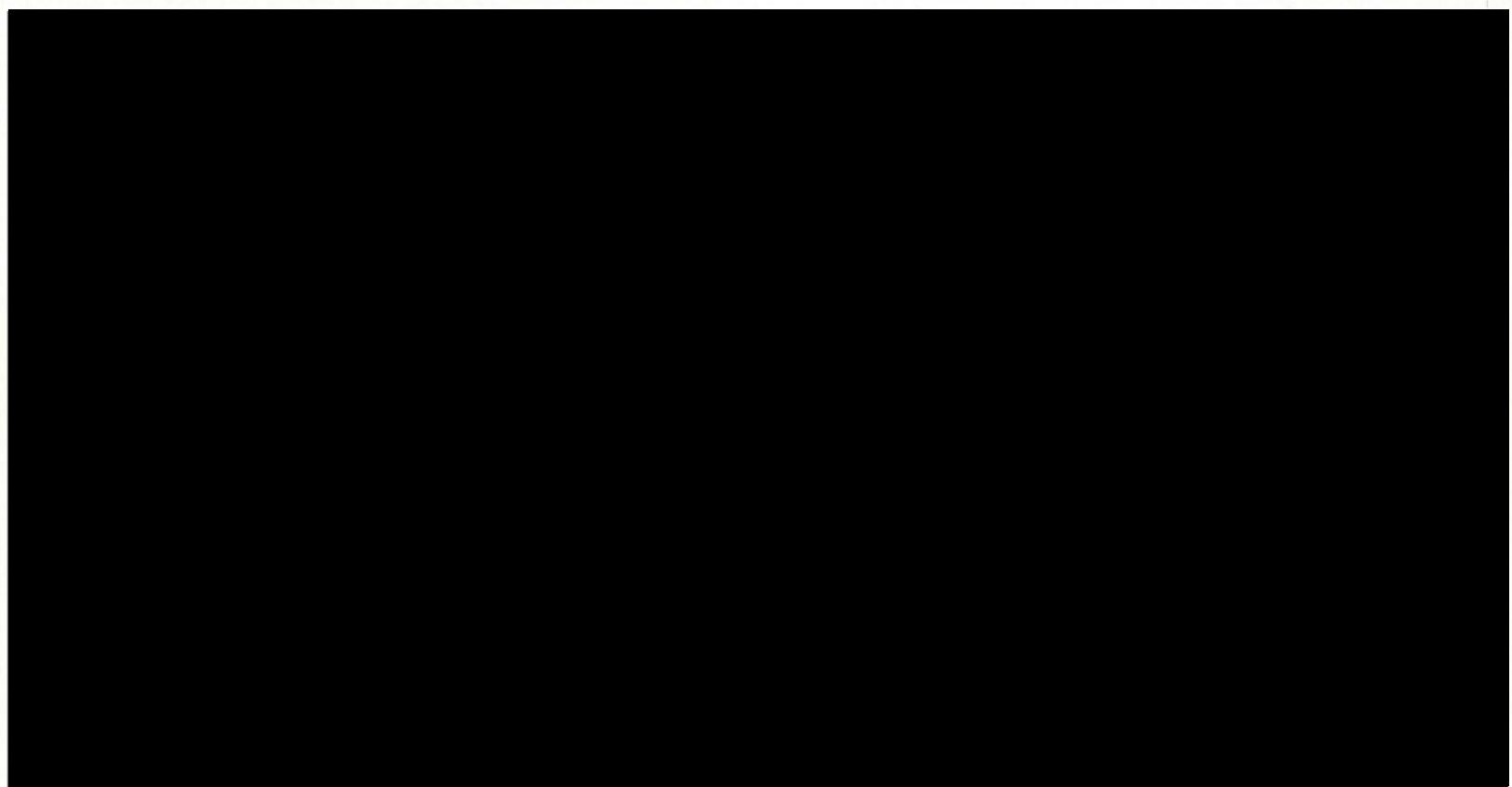
1. Attract and retain the world's best talent
2. Support Google's culture of innovation and performance
3. Align employee interests with shareholder interests in company success

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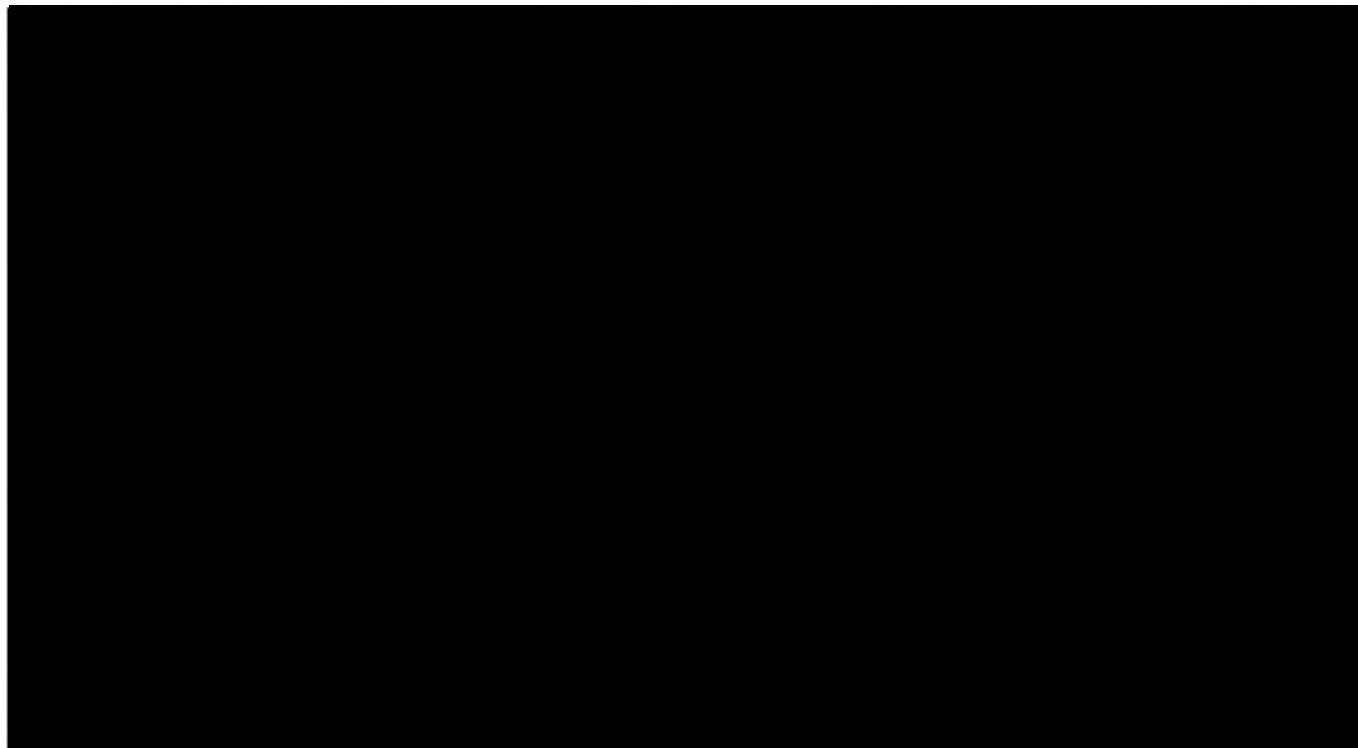
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What's our history and where are we today?

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## The application of our compensation philosophy

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- Base pay



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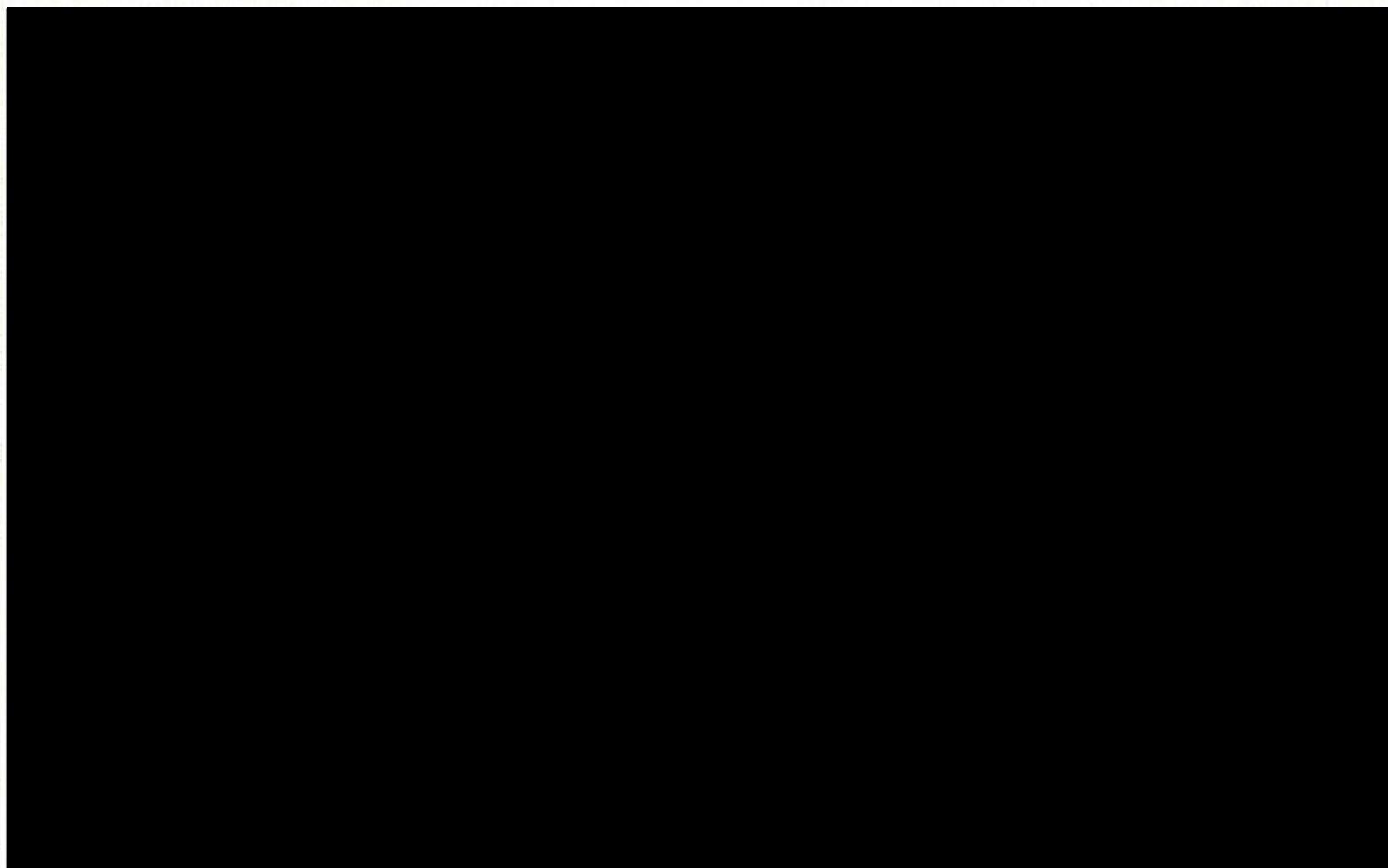
Merit and promotional matrices that drive the modeled amounts available to all planners and managers at gComp help website

Better processes – including GHR data freezes, procedure for managing transfers and data audits prior to launch – to ensure inputs used to drive modeled individual increases are accurate; automated process for syncing data between GHR, PERF and gComp

- New, internally developed tool, with feature improvements over vendor tool from last cycle:
- Notes functionality and audit trail functionality
- Supports Firefox 1.5+ on Mac, Linux, and Windows and Mac OS
- Loaded on Google production servers and tested internationally
- Intuitive, easy-to-use currency conversion interface
- Planners are able to recommend changes for employees marked for "zero" increases

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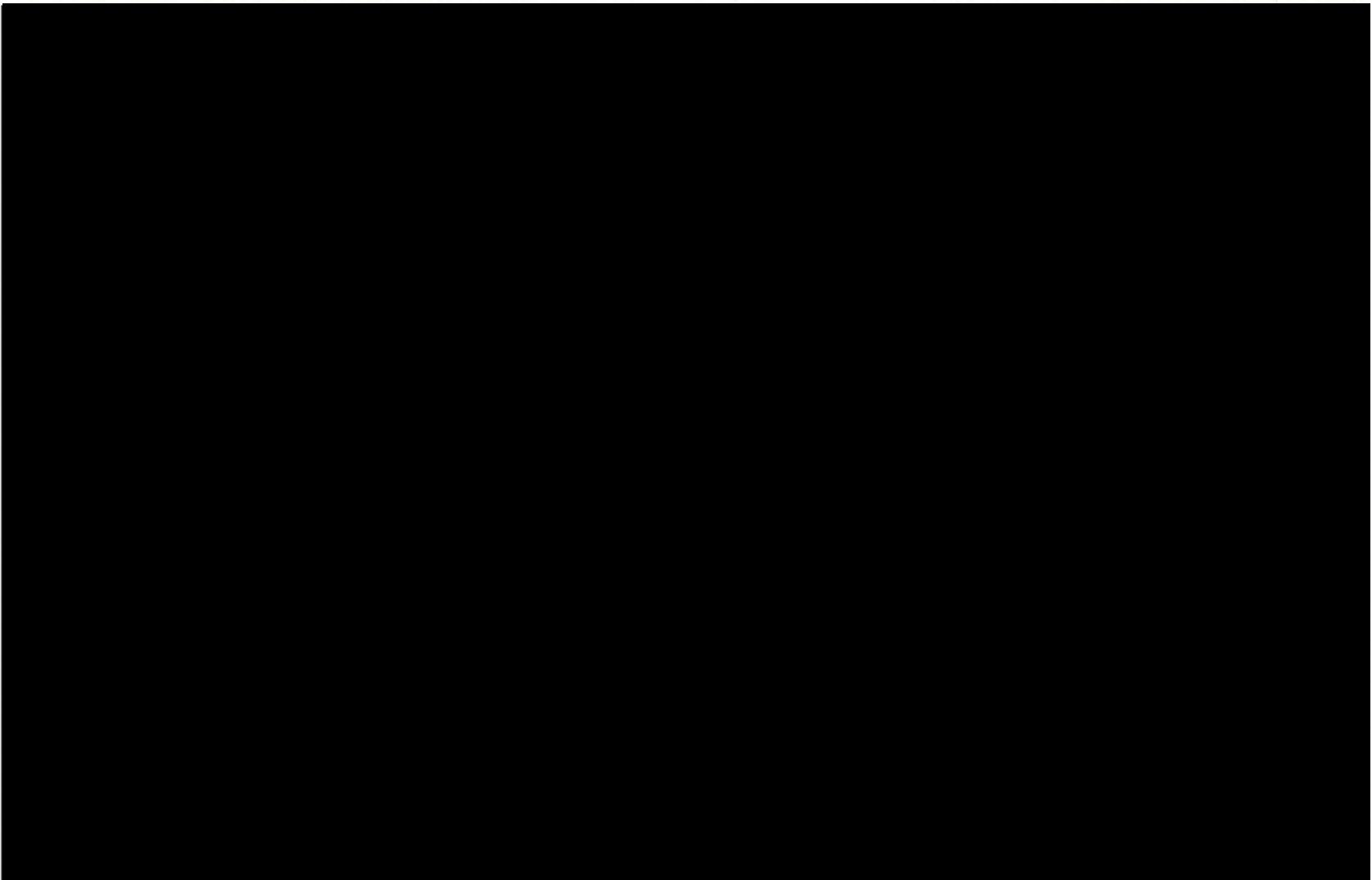
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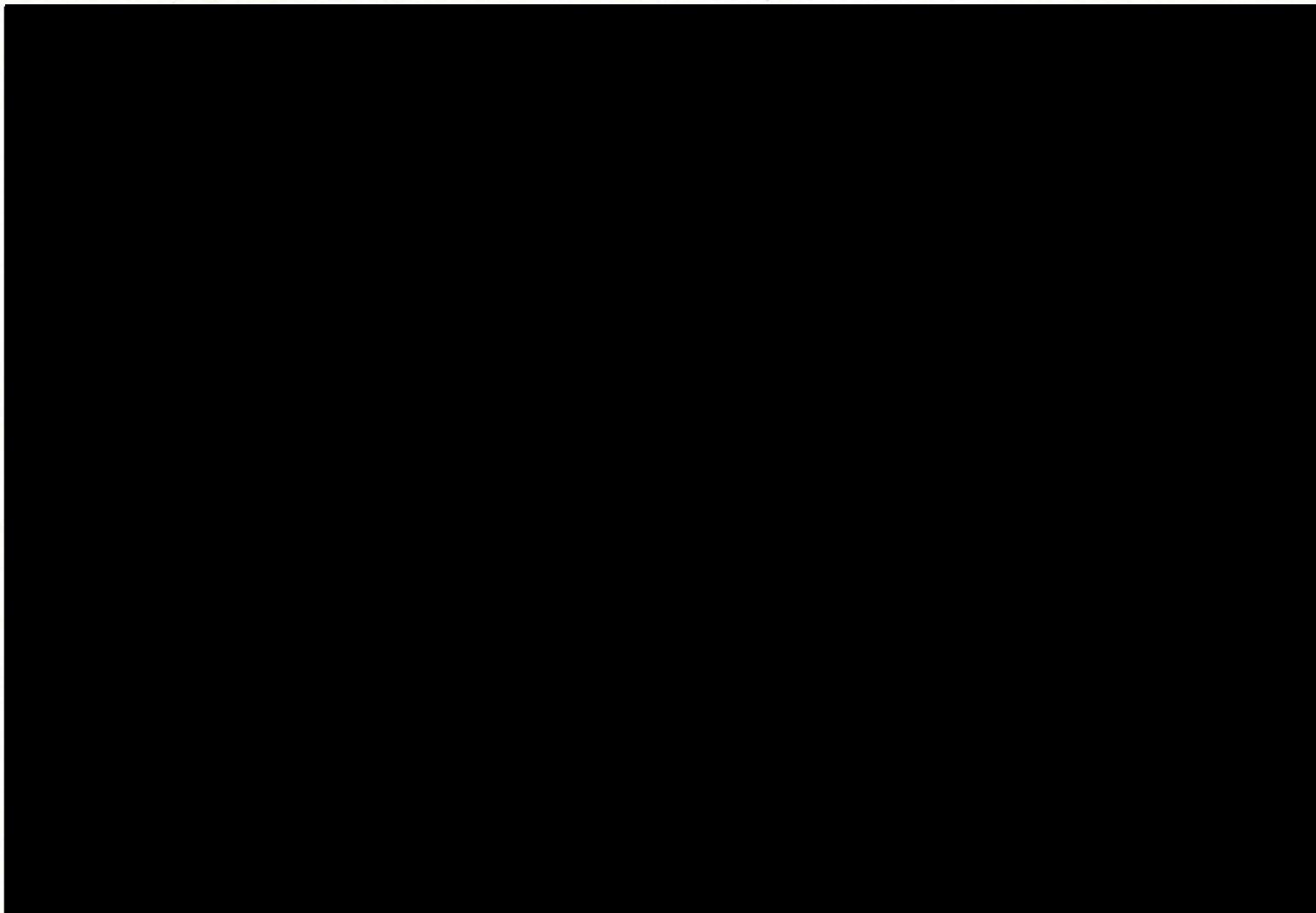
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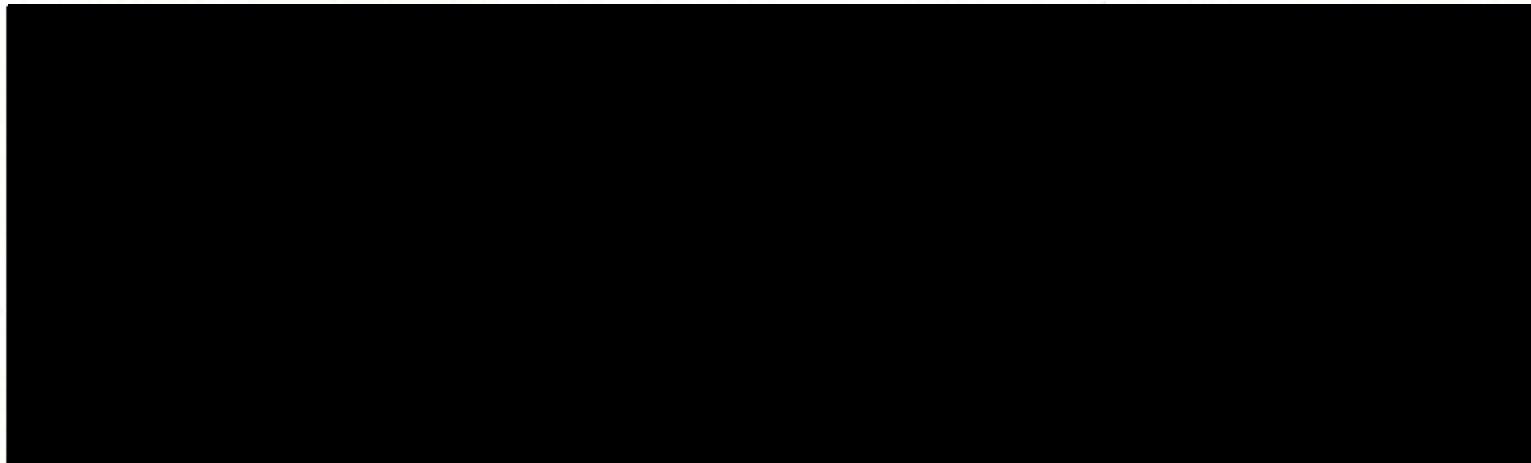
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## Budget & Planner Discretion

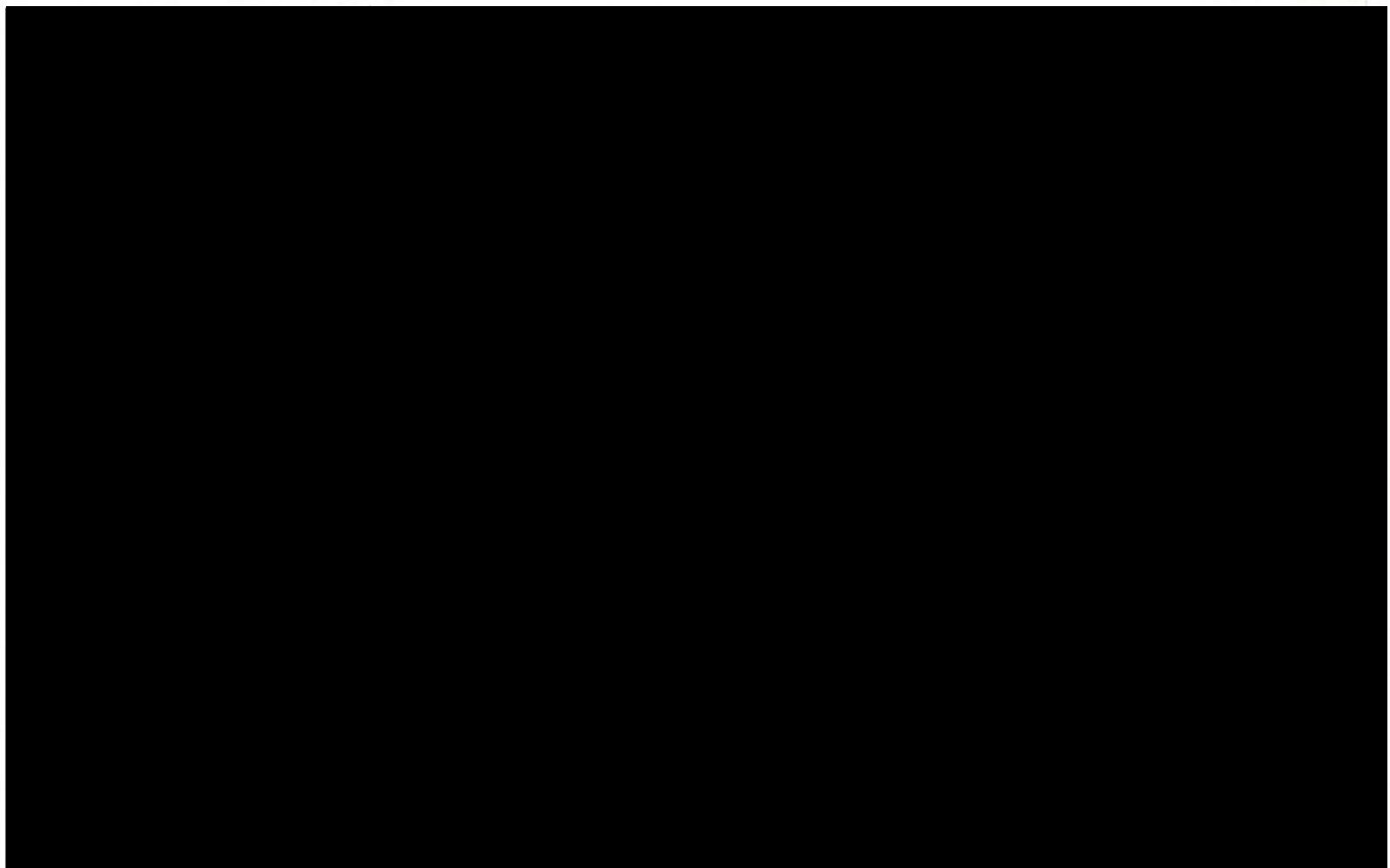
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# Questions & Answers

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Thank You!



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